



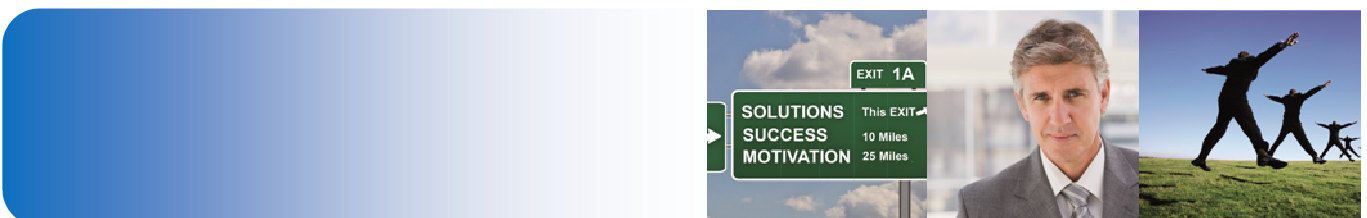
# The Leadership Challenge

## *Optimis Leadership Learning Programme Portfolio*

Optimis provides **experiential learning programmes** for organisations who want immediate and high impact. Our customised programmes are designed to ensure that your leaders and emerging talent immediately apply what they learn to increase their performance. Our programmes are **highly customisable in terms of length, focus, content and methods** in order to fit your organisational needs, context and culture. They are linked to your priorities and can include your processes and methods to address the needs of the participants.

Our programmes require an **intense involvement from the participants**, where behavioural change is expected and measured at each step of the process. Hence, pre-programme and post-programme learning elements are an integral part of our solution.

Our **Optimis master facilitators** ensure exceptional quality and results. In addition, we offer the option to train your internal facilitators and license the programme for unlimited use in your organisation. Our goal is to provide you with a customised programme and delivery options that best serve your interests!



There are **five core modules of the Leadership Challenge programme** designed to address the core capabilities of effective leadership. Optimis can run each module as a standalone programme or as a part of a fully integrated set of modules that you choose. In addition, we provide sub-modules that address basic leadership skills (such as communication, emotional intelligence, situational leadership, delegation etc.) and we can develop additional modules on leadership topics specific to your organisational requirements. We believe leadership is an active journey, not a destination, and we look forward to partnering with you to develop your leadership development learning programmes.

Each of the modules can be run in 2, 3 or 4 day formats, depending upon your requirements. In sum, our Leadership Challenge modules are adapted to the capabilities that your organisation values and are designed to provide immediate and measurable value.

Brief descriptions of the five core modules of the **Leadership Challenge programme** are as below:



## Developing your Leadership Potential

*Understand, manage and leverage your leadership potential through a journey of self-discovery*

A 2-to-4 day programme designed to assist participants in continuing their leadership journey through an in-depth analysis of individual participant's prior accomplishments, leadership skill set and future aspirations. Core leadership skills are assessed and developmental opportunities are captured in a tailored development plan for each participant. Self-directed leadership development based upon measurable criteria is a hallmark of this module.



## Mastering Performance Dialogue

*Effectively manage individual performance to optimize organisational performance*

A 2-to-4 day programme designed for both new and experienced managers. It includes exercises, case discussions, video-tape examples, role plays and business simulations. All of these elements aim to give participants real-world practice through a full experiential learning journey. Participants will learn to apply research-proven techniques that will improve their competences in managing performance across the full spectrum.



## Leading High Performing Teams

*A high impact learning programme to maximize the performance of your TEAMS at any level, including cross-functional and virtual teams*

A 2-to-4 day programme designed for intact teams and challenges team members to develop through team exercises, case discussions, video-tape examples and business simulations. All these elements aim to give participants real-world practice in applying research-proven techniques that will improve their competence in both leadership and teamwork.



## Leading Change

*Align people, processes and systems in each of your change initiatives to create the future of your organisation*

A 2-to-4 day programme designed to provide a pragmatic application of the latest thinking in change management to the change priorities of your organisation. Change leadership is a core capability of successful organisations and is a required skill set for leaders at all levels.



## Driving Strategy Execution

*Improve your decision making process to align strategy with actions at all levels, ensuring achievement of exceptional results*

A 2-to-4 day programme designed to challenge leaders to deliver the strategies that they propose in a visible and powerful way. Strategic execution requires a results oriented “mind-set” and can be greatly accelerated through application of the tools and techniques covered in this module.

*We invite you to learn more about how our **Leadership Challenge programmes** can add value to the leadership development and strategy execution of your organisation. Please contact us for more information.*



✓ will you take it to the next level?



Rte de la Gare 17, CH – 1026 Echandens, Switzerland

Tel : +41 21 701 9121, Fax : +41 21 701 9120

[info@optimis-hcm.com](mailto:info@optimis-hcm.com)

[www.optimis-hcm.com](http://www.optimis-hcm.com)

